



NORTH CAROLINA  
**DEPARTMENT OF PUBLIC SAFETY**  
PREVENT. PROTECT. PREPARE

# **Professional Training**

## ***Division of Adult Correction and Juvenile Justice***

Joint Legislative Oversight Committee on Justice and Public Safety

October 13, 2016

*Presented by the Division of Adult Correction and Juvenile Justice*

# Presentation Overview

- ✓ Who We Are
- ✓ What We Do
- ✓ Challenges and Initiatives
- ✓ Where We're Going
- ✓ Q & A

# Who We Are

Division of Adult Correction and Juvenile Justice  
Office of Staff Development and Training (OSDT) is,  
essentially, a state-wide school system which...

- ✓ Trains 30,345 students a year
- ✓ For students coming from 181 various work locations
- ✓ Taught at 104 different training sites
- ✓ Utilizing a staff of about 90
- ✓ Is a national leader in the use of the state's Learning Management System (LMS)

# What We Do

- ✓ **Basic Training**
  - ✓ 4 weeks for Correctional Officers (1,300)
  - ✓ 5 weeks for Probation/Parole Officers (360)
  - ✓ 4 weeks Juvenile Justice (127)
- ✓ **In-Service Training**
  - ✓ 40+ hours
    - ✓ Firearms qualification
    - ✓ Controls, restraints and defensive techniques
    - ✓ PREA
    - ✓ Professional ethics
- ✓ **Career Development Training**
  - ✓ Mid-level managers
  - ✓ Correctional Leadership Development Training
  - ✓ PEAK Performance
  - ✓ First-Line Supervisor training
- ✓ **Physical Abilities Testing/Wellness Programs**

# Service Through Partnerships

Provided through in-house and outside resources and partnerships

- ✓ Department of Public Safety (facilities, staffing)
- ✓ Department of Justice
- ✓ Community Colleges
- ✓ Universities
- ✓ Law enforcement
- ✓ USMC/US Army

# Challenges and Initiatives

- ✓ **Timeliness of basic training**
- ✓ **Training backlog reduction**
- ✓ **Predictability and efficiencies** of having dedicated training facilities and firing ranges available for our use
- ✓ **Timeliness in curriculum changes** to meet changing demands
- ✓ **Enhanced workforce preparedness and professionalism** – a more educated workforce is a more professional workforce
- ✓ **Demands of “the new day”/Justice Reinvestment and re-missioning**
  - ✓ Balance of control and behavior modification
  - ✓ Mental health, substance use disorders, chronic illnesses, aging inmate population, more volatile population
    - ✓ Enhanced communications skills
    - ✓ Crisis Intervention Training (CIT)
    - ✓ Mental Health First Aid
    - ✓ Supervisory leadership skills enhancement
- ✓ **Expansion in the use of technology**
  - ✓ Learning Management System
  - ✓ More paperless approaches, such as mobile devices (tablet, etc.)

# Q and A